



## Senate

General Assembly

**File No. 619**

*February Session, 2008*

Senate Resolution No. 13

*Senate, April 15, 2008*

The Senate Committee on Appropriations reported through SEN. HARP of the 10th Dist., Chairperson of the Committee on the part of the Senate, that the resolution ought to be adopted.

**RESOLUTION PROPOSING APPROVAL OF A MEMORANDUM OF UNDERSTANDING BETWEEN THE STATE OF CONNECTICUT AND THE NEW ENGLAND HEALTH CARE EMPLOYEES UNION, DISTRICT 1199, AFL-CIO.**

Resolved by the Senate:

- 1 That the memorandum of understanding between the State of
- 2 Connecticut and the New England Health Care Employees Union,
- 3 District 1199, AFL-CIO, concerning night duty or standby night duty
- 4 for physicians and psychiatrists, filed March 14, 2008, and submitted to
- 5 this assembly for approval, as provided in subsection (b) of section 5-
- 6 278 of the general statutes, is approved.

**APP**      *Senate Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either chamber thereof for any purpose:

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### **OFA Fiscal Note**

#### **State Impact:**

Agency Affected	Fund-Effect	FY 08 \$	FY 09 \$
Various State Agencies	GF - Cost	357,500	2,323,900

Note: GF=General Fund

**Municipal Impact:** None

#### **Explanation**

This memorandum of understanding (MOU) for the Professional Health Care Employees' (P-1) bargaining unit is submitted for approval. This MOU amends the original arbitration award, which expires on June 30, 2009.

In an effort to recruit and retain physicians and psychiatrists to perform on-site, on-call night duty assignments, and off-site, standby night duty assignments, the parties have agreed to increase night duty pay. This MOU increases night duty pay for physicians and psychiatrists working on-site, on-call assignments from \$50 to \$80 per hour. It also increases night duty pay for physicians and psychiatrists working off-site, standby assignments from \$25 to \$35 per hour. These increases will be implemented the first pay period after legislative approval.

The physicians and psychiatrists impacted by this MOU are employed by the Department of Mental Health and Addiction Services (79), the Department of Children and Families (7), the Department of Mental Retardation (5), the Chief Medical Examiner's Office (4), the Department of Correction (1), and the University of Connecticut Health Center (1). Sixty of these physicians and psychiatrists currently work 90% of night duty assignments.

Some funding was specifically set aside in the Reserve for Salary

Adjustments account to cover FY 08 costs. However, the MOU provides increases that are higher than originally anticipated. It is estimated that an additional \$100,000 will be required to fully fund FY 08 costs.

The Appropriations Committee's FY 09 Midterm Budget Adjustments (sHB 5021) provides funding in the agencies to partially cover the FY 08 costs of this MOU. It is estimated that an additional \$1.9 million will be required to fully fund FY 09 costs.

It is uncertain at this time whether the respective agencies or the Reserve for Salary Adjustments account will be able to absorb these costs.

Cost details are shown below.

### General Fund Cost Estimate

#### Additional General Fund Requirement

New Contract Item [1]	FY 08	FY 09	FY 09 Annualized
Increase Physician and Psychiatrist Night Duty Pay for On-Site, On-Call Assignments from \$50 to \$80 per hour, and for Off-Site, Standby Assignments from \$25 to \$35 per hour [2]	\$352,400	\$2,290,700	\$2,290,700
FICA Cost (Medicare only: Employees Already Make Substantially more than the Maximum Limit for Social Security)	5,100	33,200	33,200
<b>Total Cost - General Fund</b>	<b>\$357,500</b>	<b>\$2,323,900</b>	<b>\$2,323,900</b>

[1] This cost estimate is based on 26 pay periods.

[2] This agreement will go into effect the first pay period after legislative approval, which is estimated to be four pay periods during FY 08.

#### Annualized Percent Increase

	Original Total Percent Increase	Night Duty Pay Increase (NEW)	Revised Total Percent Increase
<b>Total Percent Increase of Contract</b>			
3rd Year Contract (FY 08)	3.95%	1.05%	5.00%
4th Year Contract (FY 09)	3.71%	-	3.71%

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**OFA Bill Analysis****SR 13**

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**SUMMARY:**

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.

EFFECTIVE DATE: Upon passage

**COMMITTEE ACTION**

Appropriations Committee

Senate Favorable

Yea 10      Nay 0      (04/03/2008)